

## Old Age, Disability, Death

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First law: 1967.

Current law: 1985.

Type of program: Provident fund system (lump-sum benefits with certain annuity options).

**Exchange rate:** U.S. \$1.00 equals 919 shillings.

### Coverage

Employees of firms with 5 or more workers. Exclusions: Temporary employees and employees in excepted employment.

Special pension system for public employees. Voluntary affiliation for those not compulsorily covered.

### Source of Funds

**Insured person:** 5% of earnings.

**Employer:** 10% of payroll.

**Government:** None.

No earnings limit for contribution purposes.

### Qualifying Conditions

**Old-age benefit:** Age 55, or 50 if retired from full-time employment.

**Disability benefit:** Total incapacity for any work or permanent partial incapacity causing inability to earn reasonable livelihood.

**Survivor benefit:** Death of insured prior to retirement.

### Old-Age Benefits

**Old-age benefit:** Lump sum equal to total employee and employer contributions, plus accrued interest.

### Permanent Disability Benefits

**Disability benefit:** Lump sum equal to total employee and employer contributions, plus accrued interest.

### Survivor Benefits

**Survivor benefit:** Lump sum equal to total employee and employer contributions credited to the account of deceased worker, plus accrued interest. Payable to spouse and children or, if none, to other dependent relatives.

### Administrative Organization

Ministry of Labor and Social Affairs, general supervision. National Social Security Fund, administration of program; managed by director. The governing body is the Board of Directors consisting of the Managing Director, the Chairman, and other members appointed by the Minister of Labor and Social Affairs.

## Sickness and Maternity

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(Not covered by the National Social Security Fund.)

Free medical and maternity care available in government dispensaries and hospitals.

## Work Injury

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First law: 1946.

Current law: 1969.

Type of program: Employer liability/compulsory insurance with private carrier.

### Coverage

Employed persons.

Exclusions: Nonmanual employees earning over 24,000 shillings a year, casual workers, family labor, and certain other categories.

### Source of Funds

**Insured person:** None.

**Employer:** Whole cost, through direct provision of benefits or insurance premiums.

**Government:** None.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period. Labor code requires employers to provide paid leave when the insured is on approved sick leave and up to 45 days unpaid leave for incapacity due to maternity.

### Temporary Disability Benefits

**Temporary disability benefit:** 50% of earnings loss. Maximum, 540 shillings a month. Payable after 3-day waiting period (waived if disability exceeds 3 days) for up to 96 months. Usually full pay is provided.

### Permanent Disability Benefits

**Permanent disability benefit:** Lump sum equal to 54 months' earnings, if totally disabled. Maximum, 38,000 shillings. Constant attendance supplement: 50% of benefit. Minimum 22,000 shillings. Partial disability: Percent of full benefit proportionate to degree of disability, according to schedule.

### Workers' Medical Benefits

**Medical benefits:** Medical, surgical, and nursing care, hospitalization, medicines, and appliances.

### Survivor Benefits

**Survivor benefit:** Lump sum equal to 41 months' earnings, less any disability benefits paid. Maximum, 29,000 shillings. Payable to dependent survivors or, if none, in reduced amount to partial dependents.

Funeral grant: Cost of burial up to 500 shillings, if no surviving dependents.

### Administrative Organization

Ministry of Labor and Social Affairs, enforcement of law, approval of settlements, and payment of benefits deposited with it by employers.

Employers must insure liability with approved insurance company.

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